

**City of Miami Beach - City Commission Retreat  
South Beach Marriott Hotel  
1601 Ocean Drive, Ocean Boardroom  
Saturday, May 8, 2004**

Mayor David Dermer	Present
Vice-Mayor Saul Gross	Present
Commissioner Matti Herrera Bower	Present
Commissioner Simon Cruz	Present
Commissioner Luis R. Garcia, Jr.	Present
Commissioner Jose Smith	Present
Commissioner Richard L. Steinberg	Present

City Manager Jorge M. Gonzalez Present  
City Clerk Robert E. Parcher Present

Rick Jensen, Ph. D. founder of the Performance Enhancement Center was the facilitator.

The meeting started at approximately 12:10 p.m. During lunch Dr. Jensen reviewed the agenda and everyone completed a DiSC Classic, Personal Profile System 2800.

Jorge Gonzalez, City Manager, explained that the purpose of the retreat is to create a vision of where the Commission would like the City to be in order for the Administration to ensure that the organization is properly aligned, staffed, and budgeted. He also stated that it is important to define the role and responsibilities of the City Commission and the Administration. He stated that depending on the level of dialogue at this meeting, that this process will most likely require a second meeting which has been scheduled for Saturday, May 22. He stated that in order to visually see how the City of Miami Beach compares to other Cities in different areas, the Administration has created a number of benchmarks against other Cities. He pointed out that in the Agenda materials there are comprehensive benchmark reports which contain information about City Profiles, Density Fields, Budget and Full Time Equivalent (FTE) comparisons for Public Safety, Parks, Sanitation, Code, Arts, and Tourism. In addition, the same information is presented but grouped by Convention Cities, Beachfront Cities, Historic Cities, Resort Cities, Military Cities, Cultural Cities, Nightlife Cities, Major Event Cities, High Density Cities, and High Visitor Cities. He stated that this meeting is to begin the dialoging process. He introduced Dr. Rick Jensen who among other things, has been engaged with the City of Coral Springs for almost 12 years (See Dr. Jensen's background information on page 3<sup>d</sup> of the Agenda). The City of Coral Springs has been recognized as having a good management model and a recipient of the prestigious Sterling Award.

Dr. Rick Jensen gave a brief overview of his background and experienced and explained the DiSC Classic, Personal Profile System 2800.

After completing the DiSC Classic, Personal Profile System 2800, Dr. Jensen explained the purpose of the profile. After scoring, the Mayor, each Commissioner, and the City Manager reviewed and discussed their DiSC Classic, Personal Profile.

During the discussion the following issues were discussed and noted for action:

1. Commission Agenda Materials, err on the side of providing more information than less.
2. Commission/Administration liaison was briefly discussed.
3. Make sure the Administration is getting information to the Mayor and Commissioners promptly. Email LTC's to the Mayor and Commissioners. R. Parcher will handle.
4. Commission meetings items should be debated rather than perceived as a speech.

Mayor Dermer had to leave the meeting for a brief time to attend a function for Mr. Joseph Villari who recently passed away. When he returned he mentioned to Jorge Gonzalez, City Manager, to remind him of placing a plaque in Victory Gardens to remember Mr. Villari.

City Commission Committees were briefly discussed. It was determined that the Committees were getting their agendas too late.

The next retreat date is scheduled for May 22 at 10:00 a.m., to set City priorities, goals, and visions.

It is noted for the record that although the meeting was publicly noticed, no member of the public or media attended.

Meeting adjourned at 6:00 p.m.

Handout or Reference Material

1. DiSC Classic, Personal Profile System 2800.
2. Materials titled City of Miami Beach, Commission Retreat, May 8, 2004.
3. Notice of the Meeting in The Miami Herald

**End of Regular Agenda**